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ABSTRACT

This report consists of nine tables that present statistical information submitted by California public schools, school districts, and county superintendents of schools during the fall of 1980. Public school employees included in this report are certified fulltime and parttime personnel and noncertified personnel serving at the level of superintendent and deputy, associate, and assistant superintendent. Professional staff in adult education programs, preschools, and child care centers are excluded, as are short-term substitute teachers. The first seven tables are broken down by teaching assignment (grade level and subject area) and by titles of nonteaching personnel. These tables show: (1) racial or ethnic heritage and sex; (2) highest education level attained; (3) percent of staff having tenure or fulltime, parttime, temporary, probationary, or substitute status; (4) age categories; (5) years of experience in the district; (6) total years of educational service; and (7) number of positions and average salary. The eighth table summarizes the findings in the previous seven tables according to size of school district staff. The ninth table supplies the average and number (fulltime equivalents) of staff by the type of school district--elementary, unified, high school, or other. (FG)

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Characteristics of Professional Staff in California Public Schools 1980-81

CALIFORNIA STATE DEPARTMENT OF EDUCATION
Wilson Riles, Superintendent of Public Instruction
Sacramento, 1982

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CONTENTS

Page

Introduction 1

List of Tables

TABLE 1. Racial or Ethnic Group and Sex of Professional Staff, by Assignment 3

TABLE 2. Highest Educational Level of Professional Staff, by Assignment 4

TABLE 3. Type of Appointment of Professional Staff, by Assignment 5

TABLE 4. Age of Professional Staff, by Assignment 6

TABLE 5. Years of Experience in District of Professional Staff, by Assignment 7

TABLE 6. Total Years of Educational Service of Professional Staff, by Assignment 8

TABLE 7. Number and Average Salary of Professional Staff, by Assignment 9

TABLE 8. Characteristics of Professional Staff, by Size of Staff in School Districts 10

TABLE 9. Average Salaries and Number of Professional Staff, by Type of District 11

INTRODUCTION

The information contained in this report was collected through the California Basic Educational Data System (CBEDS). Included are data submitted by public schools, school districts, and offices of county superintendents of schools in the fall, 1980. The report describes characteristics of professional staff members in public elementary and secondary education in California.

Professional staff members include certificated personnel employed full-time or part-time and noncertificated personnel serving at the level of superintendent, deputy superintendent, associate superintendent, or assistant superintendent. Professional staff in adult education programs, preschools, and child care centers are excluded from this group, as are short-term substitute teachers.

The professional staff characteristics contained in this report are racial or ethnic group, sex, highest educational level, age, years of experience in the district, total years of educational service, type of appointment, and salary.

"Highest educational level" refers to the traditional academic degrees, with 30 semester hour increments. There is no provision for showing other levels, such as "master's degree, plus 45 hours." "Years of experience in the district" excludes employment as a substitute teacher and any other noncontracted position. "Total years of educational service" includes service in a school district or office of a county superintendent of schools as well as in other states and countries but excludes time spent as a substitute, on a leave of absence, or in noneducational employment.

The information in this report is based on 217,686 records, 80 percent of which were reported by individual professional staff members and 20 percent of which were reported by school districts from central office files. Data for all but three of the characteristics reported were complete for 97 percent of the records. "Age," "years of experience in the district," and "type of appointment" (turned, probationary, long-term substitute or temporary, or other) were not reported for staff in two large school districts. Consequently, data for these three variables were complete for 85 percent of the records.

Percents reported in the following tables may not add to 100 due to rounding. Average salaries and full-time equivalents reported here may differ slightly from those published in other documents because of their combination with selected variables.

Tables 1 through 7 show characteristics for professional staff based on their assignments, along with a statewide summary for professional staff. Individual staff members may have been counted in more than one assignment group. For example, a teacher whose assignment includes courses in both social science and English would be counted in the analysis for each subject area. However, "salary" statistics (Table 7) were computed on the basis of full-time equivalency. If a person taught in two assignment areas, such as social studies and English, that persons's salary would be proportionally distributed to each of the subject areas. In the list of assignments, it should be noted that the characteristics of teaching staff in schools that offer departmentalized instruction, particularly in grades seven and eight, are reported in the subject areas.

Table 8 displays characteristics of professional staff in various sizes of school districts, including offices of county superintendents of schools and regional occupational programs. The size of school district was defined as the number of professional staff employed. State summaries are also provided.

Table 9 shows average salaries and the full-time-equivalent professional staff employed in different types of school districts.

Similar analyses of staff characteristics for selected counties or districts in the state may be requested from the Department of Education for the cost of production.

TABLE 1

Racial or Ethnic Group and Sex of Professional Staff, by Assignment

Assignments	Percent of staff belonging to this racial or ethnic group						Sex	
	American Indian or Alaskan native	Asian or Pacific Islander	Filipino	Hispanic	Black-not of Hispanic origin	White-not of Hispanic origin	Male	Female
TEACHING								
Self-contained classrooms:								
Kindergarten	0.9%	3.3%	0.5%	7.3%	3.5%	84.4%	2.9%	97.1%
Grade 1	0.7	3.9	0.9	7.7	4.7	82.0	3.0	97.0
Grade 2	0.5	3.3	1.0	7.2	4.9	83.0	5.3	94.7
Grade 3	0.8	3.4	0.8	5.9	5.2	84.0	10.7	89.3
Grade 4	1.2	2.9	0.6	5.4	4.9	85.0	23.5	76.5
Grade 5	1.0	2.4	0.5	4.8	4.6	86.8	33.3	66.7
Grade 6	1.3	2.2	0.5	4.6	5.8	85.7	43.4	56.6
Grade 7	0.5	4.0	0.3	7.8	2.9	84.5	49.7	50.3
Grade 8	1.0	1.7	1.0	7.8	3.1	85.4	65.7	34.3
Other*	0.8	5.5	1.0	7.4	11.0	74.3	18.6	81.4
Subject areas:								
English	1.1	2.3	0.6	5.7	5.4	85.0	36.0	64.0
Foreign Language	0.7	1.6	0.5	24.7	1.8	70.7	41.9	58.1
Humanities	1.1	1.9	0.0	4.1	1.9	91.1	52.7	47.3
Mathematics	1.5	3.9	0.6	4.6	5.3	84.2	67.1	32.9
Physical Education	1.3	2.2	0.5	5.2	4.3	86.4	60.5	39.5
Health Education	1.3	3.5	0.4	4.6	6.3	83.9	62.3	37.7
Safety Education	1.3	1.4	0.1	5.4	2.6	89.0	91.5	8.5
Science	1.4	3.3	0.6	3.6	4.6	86.6	75.0	25.0
Social Science	1.4	2.2	0.4	5.8	4.9	85.3	66.3	33.7
Art	1.7	3.0	0.4	4.6	2.9	87.4	52.9	47.1
Drama/Theater	1.9	0.8	0.2	2.7	4.0	90.3	47.0	53.0
Music	0.7	1.8	0.4	3.5	6.0	87.5	63.3	36.7
Special Education	1.0	2.9	0.4	2.8	5.0	87.8	22.2	77.8
Vocational Education	1.4	2.7	0.4	4.1	5.3	86.2	59.7	40.3
NONTEACHING								
County-District Level:								
Superintendent	1.5	0.7	0.0	3.6	0.8	93.5	94.2	5.8
General Administration**	0.9	1.7	0.2	4.8	4.5	87.9	68.2	31.8
Program/Subject Area Adm.	1.0	1.7	0.5	8.0	4.2	84.6	53.3	46.7
Student Support Services	0.7	2.3	0.5	5.9	4.3	86.3	31.0	69.0
School Level:								
Principal	1.0	1.3	0.3	5.0	4.9	87.6	79.8	20.2
Assoc. or Asst. Principal	0.9	1.5	0.3	6.4	6.8	84.1	68.4	31.6
Program Administration	0.7	2.2	0.4	7.5	5.7	83.5	49.1	50.9
Student Support Services	0.8	2.4	0.5	6.5	5.4	84.5	36.7	63.3
Other Nonteaching Assignment	1.3	3.1	0.9	6.6	4.0	84.2	48.0	52.0
SUMMARY OF PROFESSIONAL STAFF	1.0	3.1	0.6	5.8	6.3	83.2	38.5	61.5

*Includes combination of grade levels and continuation classes.
**Includes deputy, associate, and assistant superintendents.

TABLE 2

Highest Educational Level of Professional Staff, by Assignment

Assignments	Percent of staff having achieved this educational level					
	Doctorate	Master's degree plus 30 or more semester hours	Master's degree	Bachelor's degree plus 30 or more semester hours	Bachelor's degree	Less than Bachelor's degree
TEACHING						
Self-contained classrooms:						
Kindergarten	0.2%	12.6%	9.6%	66.4%	11.0%	0.2%
Grade 1	0.2	12.3	9.6	65.6	12.3	0.2
Grade 2	0.1	11.8	8.8	67.7	11.3	0.2
Grade 3	0.2	13.3	9.6	67.3	9.5	0.1
Grade 4	0.3	15.4	9.9	63.9	10.4	0.1
Grade 5	0.4	18.4	10.1	61.6	9.4	0.1
Grade 6	0.6	19.4	10.8	59.9	9.3	0.0
Grade 7	0.0	13.2	8.5	67.9	10.0	0.3
Grade 8	1.0	11.6	9.6	68.9	8.6	0.3
Other*	0.4	9.3	17.5	33.4	36.5	2.9
Subject areas:						
English	1.0	24.0	17.7	45.1	11.6	0.5
Foreign Language	2.2	28.1	17.3	41.9	10.1	0.4
Humanities	1.5	33.0	13.9	46.9	4.0	0.7
Mathematics	1.0	26.4	17.8	42.4	11.8	0.6
Physical Education	0.3	21.3	14.9	50.2	12.3	0.9
Health Education	0.4	21.3	20.7	36.9	19.3	1.5
Safety Education	0.4	32.6	15.4	41.2	8.6	1.9
Science	1.3	29.6	16.9	41.6	9.9	0.5
Social Science	1.6	27.6	17.1	42.9	10.3	0.6
Art	0.5	22.7	14.8	49.6	11.9	0.6
Drama/Theater	0.8	22.9	16.6	47.2	12.0	0.5
Music	1.1	21.8	17.2	45.7	13.7	0.4
Special Education	0.6	25.0	22.2	41.9	9.5	0.9
Vocational Education	0.6	22.1	16.0	41.7	12.1	7.5
NONTEACHING						
County/District Level:						
Superintendent	42.1	38.9	10.2	7.8	1.0	0.0
General Administration**	21.4	48.9	15.9	11.2	1.6	0.9
Program/Subject Area Administration	8.0	40.8	21.3	26.3	3.1	0.4
Student Support Services	4.4	41.9	23.3	24.3	5.8	0.3
School Level:						
Principal	9.4	59.1	21.4	9.3	0.7	0.1
Associate or Assistant Principal	3.9	59.0	18.0	18.2	0.5	0.2
Program Administration	3.9	43.5	18.4	30.8	3.1	0.4
Student Support Services	2.3	41.8	21.9	28.0	5.7	0.3
Other Nonteaching Assignment	3.6	37.2	15.3	39.1	3.5	1.3
SUMMARY OF PROFESSIONAL STAFF	1.7	23.0	17.9	41.8	13.9	1.6

*Includes combination of grade levels and continuation classes.
**Includes deputy, associate, and assistant superintendents.

TABLE 3

Type of Appointment of Professional Staff, by Assignment

Assignments	Percent of staff with this type of appointment					
	Tenured	Probationary	Long-term substitute or temporary employee	Other	Full-time	Part-time
TEACHING						
Self-contained classrooms:						
Kindergarten	83.2%	11.9%	4.6%	0.3%	98.3%	1.7%
Grade 1	80.4	14.1	5.1	0.4	98.7	1.3
Grade 2	82.4	12.7	4.5	0.4	98.2	1.8
Grade 3	85.1	10.5	4.1	0.4	98.2	1.8
Grade 4	81.9	12.9	4.7	0.5	98.3	1.7
Grade 5	83.5	11.1	5.0	0.4	98.7	1.3
Grade 6	80.4	13.1	6.1	0.4	99.1	0.9
Grade 7	63.8	26.2	8.2	1.9	99.0	1.0
Grade 8	64.7	28.0	5.3	2.0	98.3	1.7
Other*	74.7	16.5	6.9	1.9	98.2	1.8
Subject areas:						
English	80.8	12.2	6.2	0.9	95.9	4.1
Foreign Language	85.3	9.8	4.2	0.7	94.8	5.2
Humanities	90.2	6.3	2.4	1.2	96.8	3.2
Mathematics	83.3	10.8	5.0	0.9	97.2	2.8
Physical Education	83.4	11.8	4.2	0.6	97.6	2.4
Health Education	83.6	10.8	4.4	1.2	97.8	2.2
Safety Education	89.5	7.6	2.2	0.8	98.6	1.4
Science	84.8	10.2	4.3	0.7	97.9	2.1
Social Science	86.1	9.2	4.0	0.8	97.3	2.7
Art	85.8	8.8	4.5	0.9	95.7	4.3
Drama/Theater	80.9	12.9	5.3	0.9	95.4	4.6
Music	73.2	19.7	5.9	1.2	91.4	8.6
Special Education	57.1	33.6	6.7	2.6	95.5	4.5
Vocational Education	75.2	9.3	3.9	11.5	88.2	11.8
NONTEACHING						
County/District Level:						
Superintendent	28.5	7.5	0.3	63.7	96.8	3.2
General Administration**	53.1	10.4	0.7	35.7	96.4	3.6
Program/Subject Area Administration	65.6	10.5	1.7	22.2	95.0	5.0
Student Support Services	63.7	21.8	4.8	9.7	88.9	11.1
School Level:						
Principal	60.4	9.2	0.2	30.2	99.3	0.7
Associate or Assistant Principal	74.1	7.9	0.7	17.3	98.9	1.1
Program Administration	76.4	10.0	1.4	12.2	95.5	4.5
Student Support Services	78.3	12.3	3.8	5.6	93.0	7.0
Other Nonteaching Assignment	72.0	11.6	4.3	12.1	93.6	6.4
SUMMARY OF PROFESSIONAL STAFF	76.7	13.7	4.7	4.8	94.8	5.2

*Includes combination of grade levels and continuation classes.
**Includes deputy, associate, and assistant superintendents.

TABLE 4

Age of Professional Staff, by Assignment

Assignments	Average age in years	Percent of staff in each age group				
		Under 25	25-34	35-44	45-54	55 and over
TEACHING						
Self-contained classrooms:						
Kindergarten	42.2	1.9%	25.6%	30.5%	28.3%	13.8%
Grade 1	41.4	2.5	28.2	30.6	26.4	12.3
Grade 2	41.8	2.2	28.1	30.4	25.5	13.8
Grade 3	41.9	1.7	27.7	31.5	24.5	14.6
Grade 4	41.6	2.5	28.7	29.6	25.2	14.0
Grade 5	41.6	1.9	27.9	31.4	25.5	13.3
Grade 6	40.5	1.7	31.3	33.4	23.2	10.4
Grade 7	38.5	3.3	38.3	29.7	20.8	8.0
Grade 8	39.1	2.7	41.7	25.7	22.7	7.3
Other*	44.4	2.3	32.2	31.8	22.5	11.3
Subject areas:						
English	41.3	1.2	29.4	32.7	24.5	12.2
Foreign Language	42.2	1.1	25.3	33.7	26.6	13.4
Humanities	42.7	0.8	24.1	33.8	25.7	15.6
Mathematics	42.0	1.3	27.7	30.4	26.6	14.0
Physical Education	38.5	1.6	37.6	35.8	19.5	5.5
Health Education	39.6	0.9	36.1	32.6	22.7	7.7
Safety Education	42.7	0.5	22.4	36.1	27.0	14.0
Science	41.3	1.0	28.7	33.8	25.2	11.4
Social Science	41.8	0.9	26.7	33.8	26.2	12.3
Art	41.2	0.7	28.4	35.1	26.0	9.9
Drama/Theater	39.4	1.7	35.6	32.8	23.1	6.8
Music	39.5	3.9	34.9	28.4	22.5	10.2
Special Education	37.7	2.7	45.7	26.4	17.1	8.2
Vocational Education	42.3	1.2	25.0	32.5	27.4	14.0
NONTEACHING						
County/District Level:						
Superintendent	50.0	0.0	2.1	18.5	52.4	27.0
General Administration**	47.8	0.0	7.6	25.4	42.9	24.0
Program/Subject Area Administration	43.6	0.2	20.3	33.2	31.4	15.0
Student Support Services	41.8	1.1	29.8	29.7	25.0	14.3
School Level:						
Principal	47.2	0.0	7.1	28.9	44.8	19.1
Associate or Assistant Principal	44.4	0.1	14.9	36.6	34.0	14.4
Program Administration	42.4	0.2	23.7	36.6	28.0	11.6
Student Support Services	43.5	0.7	21.8	31.7	29.0	16.7
Other Nonteaching Assignment	41.7	1.0	27.2	34.2	25.7	12.0
SUMMARY OF PROFESSIONAL STAFF	41.6	1.5	28.2	31.4	26.0	12.9

*Includes combination of grade levels and continuation classes.
**Includes deputy, associate, and assistant superintendents.

TABLE 5

Years of Experience in District of Professional Staff, by Assignment

Assignments	Average years	Percent of staff with these years of experience					
		1-3	4-5	6-10	11-15	16-20	Over 20
TEACHING							
Self-contained classrooms:							
Kindergarten	11.6	14.6%	7.8%	21.3%	30.4%	15.2%	10.5%
Grade 1	11.0	17.8	9.7	21.1	27.3	13.6	10.5
Grade 2	11.3	15.6	8.9	21.6	29.0	14.4	10.5
Grade 3	11.5	13.8	9.2	21.8	30.2	14.9	10.2
Grade 4	11.2	16.4	8.8	20.8	28.7	15.0	10.0
Grade 5	11.6	15.2	7.4	22.9	28.0	15.0	11.5
Grade 6	10.8	17.4	9.2	23.4	26.9	12.9	10.2
Grade 7	9.0	31.0	10.2	21.1	18.7	8.7	10.2
Grade 8	9.1	28.5	10.1	23.8	20.5	8.4	8.7
Other*	10.3	20.7	9.2	22.3	27.2	11.9	8.6
Subject areas:							
English	11.0	17.1	9.3	22.8	26.2	14.9	9.8
Foreign Language	12.0	14.2	8.1	19.9	27.6	17.9	12.3
Humanities	12.7	9.3	7.8	24.0	27.9	14.7	16.3
Mathematics	12.1	15.1	7.9	21.7	24.2	16.3	14.9
Physical Education	11.1	15.4	9.8	25.8	24.1	14.0	11.0
Health Education	11.0	15.4	9.4	27.2	24.2	12.7	11.2
Safety Education	13.2	10.3	7.4	19.8	27.6	18.2	16.8
Science	12.0	14.1	7.7	23.2	25.3	16.1	13.6
Social Science	12.3	12.6	7.7	21.5	26.7	17.4	14.1
Art	11.9	13.0	8.1	23.7	27.0	15.8	12.4
Drama/Theater	10.3	17.2	10.7	26.4	23.3	14.6	7.8
Music	10.1	25.1	10.6	21.4	18.9	12.8	11.2
Special Education	7.0	39.1	13.9	21.4	15.8	5.9	4.0
Vocational Education	11.2	18.6	9.1	23.2	22.2	14.0	13.0
NONTEACHING							
County/District Level:							
Superintendent	10.7	25.7	12.0	22.3	14.5	7.8	17.7
General Administration**	13.6	13.9	8.8	18.6	19.4	14.6	24.7
Program/Subject Area Administration	12.2	14.1	9.4	23.3	21.6	15.1	16.5
Student Support Services	9.3	28.3	12.8	21.3	18.2	9.4	10.0
School Level:							
Principal	15.4	11.1	6.4	15.8	18.4	16.6	31.8
Associate or Assistant Principal	14.0	9.5	6.0	20.7	23.7	18.2	22.0
Program Administration	11.9	12.9	9.5	24.5	24.6	13.6	14.9
Student Support Services	11.7	17.5	9.3	21.2	22.4	14.9	14.7
Other Nonteaching Assignment	11.2	19.7	7.7	23.0	23.1	13.4	13.1
SUMMARY OF PROFESSIONAL STAFF	11.2	18.4	9.2	21.7	24.5	14.1	12.1

*Includes combination of grade levels and continuation classes.
**Includes deputy, associate, and assistant superintendents.

TABLE 6

Total Years of Educational Service of Professional Staff, by Assignment

Assignments	Average years	Percent of staff with these total years of service				
		1-5	6-10	11-15	16-20	Over 20
TEACHING						
Self-contained classrooms:						
Kindergarten	14.5	14.0%	20.4%	23.2%	20.3%	22.1%
Grade 1	14.0	17.7	20.4	22.5	17.2	22.3
Grade 2	14.1	16.1	20.8	23.0	18.5	21.6
Grade 3	14.3	14.8	21.3	23.6	18.6	21.6
Grade 4	13.9	16.9	20.8	23.2	18.0	21.1
Grade 5	14.3	15.2	21.4	22.6	18.1	22.7
Grade 6	13.5	17.4	23.8	21.8	17.0	20.0
Grade 7	11.7	28.0	23.5	17.6	13.4	17.6
Grade 8	11.8	25.1	26.1	19.8	11.9	17.2
Other*	12.2	24.7	20.0	23.4	15.4	16.4
Subject areas:						
English	13.5	17.4	22.6	23.2	17.3	19.6
Foreign Language	14.4	14.6	19.2	24.6	19.1	22.5
Humanities	15.1	11.4	22.0	22.0	19.4	25.3
Mathematics	14.6	15.1	21.2	20.7	17.2	25.8
Physical Education	13.3	17.4	24.4	22.5	16.5	19.2
Health Education	13.0	18.6	23.2	23.9	15.8	18.6
Safety Education	16.0	11.8	17.2	20.3	20.9	29.7
Science	14.2	15.5	21.2	22.8	17.0	23.6
Social Science	14.6	13.9	20.4	23.6	18.2	23.9
Art	13.9	15.0	22.2	24.3	17.4	21.0
Drama/Theater	12.7	18.8	24.3	24.3	16.2	16.3
Music	13.4	23.6	21.3	17.0	14.2	24.0
Special Education	10.0	33.0	28.8	18.1	9.8	10.2
Vocational Education	13.7	18.5	21.8	20.9	16.4	22.5
NONTEACHING						
County/District Level:						
Superintendent	24.7	1.0	2.9	5.7	13.4	77.0
General Administration**	21.0	3.4	8.6	15.4	17.3	55.3
Program/Subject Area Administration	17.0	6.2	20.2	21.3	19.0	33.3
Student Support Services	12.8	23.1	24.1	19.2	13.4	20.1
School Level:						
Principal	21.5	0.9	7.0	15.0	21.2	55.8
Associate or Assistant Principal	18.3	1.9	15.6	23.0	21.1	38.4
Program Administration	16.0	6.8	21.8	23.6	18.2	29.5
Student Support Services	15.0	14.2	20.5	20.5	17.8	26.9
Other Nonteaching Assignment	15.0	10.8	22.1	24.0	18.8	24.4
SUMMARY OF PROFESSIONAL STAFF	14.0	17.8	20.9	21.8	16.8	22.7

*Includes combination of grade levels and continuation classes.
**Includes deputy, associate, and assistant superintendents.

TABLE 7

Number and Average Salary of Professional Staff
by Assignment

Assignments	Number of positions	Full-time equivalent	Average salary
TEACHING			
Self-contained classrooms:			
Kindergarten	7,964	7,632.2	$20,661
Grade 1	7,298	6,986.9	20,303
Grade 2	6,438	6,121.2	20,573
Grade 3	6,902	6,549.5	20,798
Grade 4	7,280	6,903.9	20,634
Grade 5	7,305	6,945.0	20,970
Grade 6	6,656	6,295.7	20,640
Grade 7	381	310.2	18,973
Grade 8	303	235.1	19,231
Other*	23,522	22,354.8	19,920
Subject areas:			
English	25,610	18,152.7	21,179
Foreign Language	4,503	2,992.7	22,389
Humanities	277	107.7	22,350
Mathematics	15,811	10,554.7	21,918
Physical Education	13,006	8,536.6	21,436
Health Education	2,024	945.4	21,654
Safety Education	1,477	809.6	22,802
Science	8,480	5,811.8	22,040
Social Science	16,415	10,458.9	22,249
Art	4,397	2,883.7	21,737
Drama/Theater	1,240	469.0	21,207
Music	3,853	2,821.1	20,426
Special Education	18,877	17,264.4	19,510
Vocational Education	18,195	13,411.1	21,627
NONTEACHING			
County-District Level:			
Superintendent	619	559.2	40,682
General Administration**	2,949	2,554.4	33,977
Program/Subject Area Administration	3,209	2,262.0	28,166
Student Support Services	4,790	4,131.7	22,757
School Level:			
Principal	5,827	5,444.9	32,711
Associate or Assistant Principal	4,115	3,492.6	28,895
Program Administration	1,867	1,142.3	25,484
Student Support Services	9,336	7,627.6	23,238
Other Nonteaching Assignment	1,163	622.4	23,238
SUMMARY OF PROFESSIONAL STAFF***	--	193,391.0	$21,473

*Includes combination of grade levels and continuation classes.
**Includes deputy, associate, and assistant superintendents.
***Does not include 7,525 full-time equivalent teachers in "Other Instruction-Related Assignments."

TABLE 8

Characteristics of Professional Staff, by Size of Staff in School Districts*

Staff characteristics	Percent of staff with identified characteristics, by districts with professional staffs of this size					State totals
	25 or fewer	26 to 100	101 to 325	326 to 1,000	Over 1,000	
Racial or Ethnic Group:						
American Indian or Alaskan native	1.3%	1.1%	0.9%	0.9%	1.1%	1.0%
Asian or Pacific Islander	1.3	1.2	2.0	2.4	4.9	3.1
Filipino	0.4	0.4	0.4	0.5	0.8	0.6
Hispanic	3.0	4.4	5.2	5.3	7.1	5.8
Black, not of Hispanic origin	0.4	1.6	2.4	3.3	12.6	6.3
White, not of Hispanic origin	93.7	91.3	89.0	87.7	73.6	83.2
Sex:						
Male	38.8%	42.0%	39.4%	40.4%	35.5%	38.5%
Female	61.2	58.0	60.6	59.6	64.5	61.5
Highest Educational Level:						
Doctorate	1.6%	1.6%	1.9%	1.8%	1.6%	1.7%
Master's degree plus 30 or more semester hours	12.5	18.1	25.6	30.8	16.7	23.0
Master's degree	10.4	11.5	13.1	13.2	26.5	17.9
Bachelor's degree plus 30 or more semester hours	63.6	57.7	52.0	47.4	26.6	41.8
Bachelor's degree	9.3	7.9	6.1	6.4	26.2	13.9
Less than bachelor's degree	2.6	3.1	1.3	0.4	2.3	1.6
Type of Appointment:						
Tenured	42.4%	62.4%	73.7%	79.7%	83.4%	76.7%
Probationary	42.6	23.4	15.7	11.6	8.9	13.7
Long-term substitute or temporary	2.7	3.7	4.5	5.1	5.0	4.7
Other	12.3	10.6	6.1	3.6	2.8	4.8
Full-time	91.5%	91.1%	94.5%	96.3%	94.9%	94.8%
Part-time	8.5	8.9	5.5	3.7	5.1	5.2

*Includes offices of county superintendents of schools and regional occupational programs.

TABLE 8
(concluded)

Characteristics of Professional Staff, by Size of Staff in School Districts*

Staff characteristics	Percent of staff with identified characteristics, by districts with professional staffs of this size					State totals
	25 or fewer	26 to 100	101 to 325	326 to 1,000	Over 1,000	
Age:						
Average (in years)	39.7	40.3	41.3	41.4	42.8	41.6
Under 25 years	2.7%	2.4%	1.7%	1.5%	1.1%	1.5%
25-34 years	37.6	33.2	29.6	28.8	23.6	28.2
35-44 years	27.8	30.5	30.6	32.0	32.0	31.4
45-54 years	20.9	22.7	25.7	25.3	28.6	26.0
55 years and over	11.0	11.2	12.4	12.4	14.7	12.9
Years in District:						
Average (in years)	7.6	8.8	10.6	11.4	12.5	11.2
1-3 years	35.2%	29.5%	21.2%	15.7%	14.2%	18.4%
4-5 years	14.0	12.2	9.8	9.1	7.2	9.2
6-10 years	22.3	21.9	21.4	23.1	20.1	21.7
11-15 years	16.5	19.6	23.8	25.7	26.1	24.5
16-20 years	7.4	9.2	13.0	14.7	16.3	14.1
Over 20 years	4.6	7.6	10.8	11.7	16.1	12.1
Total Years of Educational Service:						
Average (in years)	11.8	12.6	14.1	14.5	13.9	14.0
1-5 years	26.8%	23.3%	17.1%	14.4%	19.4%	17.8%
6-10 years	26.1	24.7	22.2	22.4	17.7	20.9
11-15 years	18.2	18.8	20.5	22.4	22.8	21.8
16-20 years	12.7	14.0	17.0	17.2	17.2	16.8
Over 20 years	16.2	19.2	23.2	23.6	22.9	22.7
Average Salary	$19,156	$20,059	$21,713	$22,502	$22,302	$ 21,473
Total Number of Positions	4,817	17,843	44,596	70,200	80,230	217,686
Number of Districts*	444	336	231	123	36	1,170

*Includes offices of county superintendents of schools and regional occupational programs.

TABLE 9

Average Salaries and Number of Professional Staff, by Type of District

Professional staff	Type of district								State totals	
	Elementary		Unified		High school		Other*			
	Full-time equivalent	Average salary	Full-time equivalent	Average salary	Full-time equivalent	Average salary	Full-time equivalent	Average salary	Full-time equivalent	Average salary
Administrators	3,484	$30,236	8,909	$30,734	1,988	$31,842	1,726	$31,404	16,105	$30,839
Teachers	35,519	20,303	107,704	20,930	18,694	22,470	7,723	19,661	173,093	20,493
Student Support Services Personnel	1,785	22,140	7,151	23,068	1,725	24,715	1,055	22,014	11,718	23,070
Summary of Professional Staff	40,788	$21,232	123,764	$21,759	22,407	$23,475	10,504	$21,827	200,916	$21,473

*Includes offices of county superintendents of schools and regional occupational programs.